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Alabama College

The State College for Women

BULLETIN

Conference on The Status of Women in Alabama

ALABAMA COLLEGE

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BULLETIN

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Foreword

THE FIRST State-wide Conference on the Status of Women was held on the campus of Alabama College at Montevallo, November 3-4, 1950.

This conference at the midway mark of the 20th century examined many phases of its subject—women in the home, in business and in the professions. Outstanding speakers over the state and nation came to discuss the role of women in medicine, government, education, politics, law and other areas.

From the valuable material gathered by the participants in the conference, the central speeches, tables and basic conclusions are published in this bulletin.

TABLE OF CONTENTS

Introductory Remarks.....Dr. John Tyler Caldwell
President of Alabama College

"Women in Alabama"..... Dean Katharine Cater
Alabama Polytechnic Institute

"Southern Women and the
Atomic Era".....Judge Lucy S. Howorth
Assistant General Counsel, War Claims Commission
Washington, D. C.

"Your State Government".....The Honorable James B. Allen
Lieutenant-Governor of Alabama

Summary and Evaluation
of the Conference.....Dr. John T. Caldwell

The five forums listed herein were held as a part of the Conference. The reports of each forum have been mimeographed and copies are available by writing to Director of Club Service, Alabama College, Montevallo, Alabama, and ask for:

1. WOMEN AS HOMEMAKERS IN ALABAMA
2. WOMEN IN PROFESSIONS IN ALABAMA
3. WOMEN IN BUSINESS IN ALABAMA
4. WOMEN IN GOVERNMENT IN ALABAMA
5. LEGAL STATUS OF WOMEN IN ALABAMA

CONFERENCE PARTICIPANTS

PRESIDING ..... Dr. John T. Caldwell

PLANNING COMMITTEE—Dr. Katherine Vickery, *Chairman and Co-ordinator;* Miss Laura Hadley, Miss Josephine Eddy, Miss Jean Day, Mrs. Ruth Ratliff.

FORUM NO. 1.....*Alabama Women as Homemakers*

Miss Laura Hadley, *Forum Chairman;* Mrs. Sigrid P. Gould, *Secretary;* Leader: Elizabeth Carmichael; Discussants: Dr. Ruth Berrey, Mrs. John Bruhn, Mrs. H. W. Phillips, Mrs. C. P. Underwood, Mr. Sidney Seegers.

FORUM NO. 2 .....*Women in Professions in Alabama*

Dr. Katherine Vickery, *Forum Chairman;* Dr. Anne Eastman, *Secretary;* Leader: Dr. J. I. Riddle; Discussants: Miss Henrietta Thompson, Mr. Raymond Wilson, Mrs. Edward Gresham, Dr. Louise Branscomb, Mrs. Emily Miller Danton, Mrs. George Lewis Bailes, Mrs. Elizabeth Wilbanks, Mr. W. J. Kennerly.

FORUM NO. 3..... ....*Women in Business in Alabama*

Miss Josephine Eddy, *Forum Chairman;* Miss Mary Compton, *Secretary;* Leader: Mrs. George A. Averitt; Discussants: Mr. O. W. Shanbacher, Mrs. Mary Sue Densmore, Mrs. Vivien Stanford, Mr. W. I. Pittman, Miss Edith Hitchcock, Mrs. Nellie Mobley.

FORUM NO. 4—*Women in Government and Politics in Alabama*

Miss Jean Day, *Forum Chairman;* Miss Lucille Griffith, *Secretary;* Leader: Mrs. A. G. Finlay; Discussants: Mr. Charles Terry, Mrs. John I. Waites, Dr. Hallie Farmer, Mrs. Lillian Maude Alexander, Mrs. L. S. Evins, Dr. York Wilbern.

FORUM NO. 5.....*Legal Status of Women in Alabama*

Mrs. Ruth Ratliff, *Forum Chairman;* Mr. Leonard Davis, *Secretary;* Leader: Miss Nina Miglionico; Discussants: Mr. Charles F. Zukoski, Mrs. Lell B. Munkettrick, Mr. Carey Haigler, Mr. Mervyn Sterne, Mrs. Agnes Baggett, Mr. William E. Davis, Miss Cordelia Lundquist.

Organizations officially assisting with the Conference:

American Association of University Women, Alabama Division

Alabama Federation of Women's Clubs

Alabama Business and Professional Women's Clubs

INTRODUCTORY REMARKS

JOHN TYLER CALDWELL

ALABAMA COLLEGE, the State College for Women, has called this conference on the status of women, with particular regard for the situation in Alabama.

Although Alabama College enrolls slightly more than 700 of the total of around 10,000 women who attend *all* the colleges of Alabama, we and Judson alone direct our efforts exclusively to the education of women. Correctly or not, therefore, we feel that it is peculiarly fitting for the State College for Women to call together leading citizens of the State to discuss the larger contribution which women can and should make to our civilization. We do not perform this pleasant task with any sense of special obligation. The obligation is a general one which rests upon all persons, groups, and organizations: to remain aware of the position of women and of the need to raise it for the good of our society.

This Conference has several related objectives:

a. To analyze the present status of women.
b. To point out some specific needs and opportunities.
c. To inspire the women of the State, including the members of our own student body, to be more alert to their potentialities.

Since, with only one exception, the conference leaders are Alabamians (the exception is a Mississippian), the orientation of the Conference will be local to some extent. On the other hand, the task of enlarging the outlook and the utilization of women in our society cannot be localized. This fact we will recognize in this Conference.

What do we mean by the status of women?

For this Conference I take it that we are concerned with the standing of women in the economic and political life of the community—more specifically, the relative standing of women (a) in terms of the opportunities they have for using their en-

dowments, capabilities and training, and (b) in terms of the rewards for using their endowments, capabilities and training. In relation to what? To the needs especially of our economic and political society. I think we would limit our horizons by thinking in terms of "discrimination," that is, of the status of women relative to the status of men.

Let our principal concern be, therefore, for the widening of opportunities for women to use their talents in the service of mankind and for the securing of rewards commensurate with the contribution.

We will not ignore the domestic status of women—women as homemakers. Indeed we have a panel on that subject. There the opportunity for women to serve is undenied and properly cherished (or indeed ought to be) by every woman so placed. If this woman's economy of the home, however, is to fit efficiently and securely into the total scheme of social living, it must be fair to the principals, the women, in terms of their property rights, their legal rights, their tax rights, and their job opportunities.

If someone asks, honestly or not, what special contribution women have to make in our political and economic life, how is he to be answered? The answer lies in the proven ability of individual women to function in all kinds of activity, the gamut of human art and industry, which ability must be utilized if our society is to function at capacity. But the real significance of their potential contribution ought to be in the greater spiritualizing and purifying of the aims and methods of societal life.

I am not impressed by those who attempt to show that woman suffrage "has made no difference". I am impressed that women have not taken full advantage of the franchise—nor indeed have the men. I am impressed, too, with the larger concern which the body politic now manifests toward human well-being, as in the field of public education. Will anyone deny that women have played a significant role in this progress? If there is such a thing as "the woman's point of view", my surmise is that it is a point of view which issues forth from the idea of home and all the specifics which make a home a heaven, from

the idea of concern for *individual* well-being, and from the conviction that freedom from want and fear are important to human happiness and to the attainment of peace *and* freedom in the world. We can use more, not less, of that kind of loving and thinking in our community life.

I am constrained to add that women themselves hold one of the keys to the door of opportunity. They must themselves be willing to prepare themselves for responsibility; they must be willing to assume the burdens of reaching for and attaining responsibility; and they must support each other in their successes, always putting the general interest first. It does the status of women no good to support a woman simply because she is a woman. It does help the status of women to encourage and support the efforts of a qualified woman to move into a responsible place.

Let me take out of context a phrase from some remarks of the United States Representative on the United Nations Commission on the Status of Women, Mrs. Olive Remington Goldman, and shift slightly the application of the phrase to say: what we are concerned with here for these two days is not a do-good program to further the selfish interest of a special group in our society. Rather we are here to strike at a problem of "under-development of the world", which has been aided and abetted up to now by the under-use of the genius and talents of half the human race—the women.

WOMEN IN ALABAMA

KATHARINE CATER

FOR THE WOMEN of Alabama I should like to express appreciation to President Caldwell and to Alabama College for holding this conference on the Status of Women in Alabama. Such a conference affords us an opportunity to review the progress we have made and to set for ourselves goals toward which we must work if Alabama and her women are to continue their development. It gives us an opportunity to discover the areas in which women have not advanced as they should, to discuss intelligently the reasons for the lack of development, and to determine methods of solving the problems which face us.

When President Truman addressed the Women's Bureau Conference in 1948, he said that women should be considered in this order: homemakers, workers, citizens, "for if it were not for the homemakers we would have neither the citizens nor the workers". Although I agree with the emphasis he has placed, I should like to spend most of my time in considering women as citizens. All women in Alabama are neither homemakers nor workers, but all women are citizens, and it is as citizens that we can do most to improve the conditions which are important to women.

One hundred and two years have passed since Lucretia Mott, Elizabeth Cady Stanton, Martha Wright, and Mary McClintock called "a convention to discuss the social, civil, and religious condition and rights of women" in Seneca Falls, New York. The effects of this historic conference have been felt through the years, for this was the turning point in the history of womankind in this country. This was the beginning of the women's rights movement which eventually led to the securing of the vote for women and to many other much needed reforms.

In Alabama the suffrage movement developed more slowly. It was not until 1892 that the first state organization for woman suffrage was established in New Decatur, now Decatur. The movement did not really gain momentum until 1910 and as late

as 1919 there was still much opposition to woman suffrage in the state. A handbill circulated at that time reads: "The vast majority of women of this state are unalterably opposed to enfranchisement of women. Shall these home-loving women be thrust into a condition that to them will be distasteful and intolerable, in order that the power of a few misguided women shall be satisfied?" It is significant that the State of Alabama did not ratify the "Susan B. Anthony" amendment, and it was not until after the federal government proclaimed the Nineteenth Amendment to be in effect on August 26, 1920 that the governor called a special session of the legislature to make provision for women to vote in Alabama.

Since that all-important event the "misguided" women of 1919 have greatly increased in number, and they have shown that they can be home-loving women as well. Even with a steady increase in the number of registered women voters, however, there are still many women who do not vote. Why have women not taken better advantage of the vote for which they worked so diligently? There are a number of possible reasons, but one of the most obvious is the poll tax. The Alabama poll tax very clearly discriminates against women between the ages of 21 and 45. Veterans of World War I and World War II are exempt from paying the tax. This includes many men, but it leaves most women with a tax to pay, one of the worst features of which is the fact that it is cumulative.

If it is somewhat disappointing to observe the number of women voters, it is still more disappointing to consider the record which women have made as office-holders, both appointive and elective. Although there are some notable exceptions, it would seem that Alabama women have been reluctant to grasp opportunities and assume responsibilities which lie within their reach.

Only one Alabama woman has served in Congress, Mrs. Dixie Bibb Graves, who was appointed by her husband to fill the unexpired term of Hugo Black in 1937. Mrs. Graves, as the fourth woman senator in the history of the United States, distinguished herself as an able statesman. Representing Alabama on the na-

tional scene at present is Mrs. Dorothy Vredenburg, who is Secretary of the National Democratic Committee.

The first woman in Alabama to be elected to a constitutional office was Sybil Poole, who was chosen Secretary of State in 1946. This year Miss Poole has been nominated as Treasurer, and Mrs. Agnes Baggett will become the second woman Secretary of State.

Although Alabama is proud to have these two women in office, it is distressing to note that there is not a single woman member of the legislature. This is even more disturbing when one realizes that the legislatures of South Carolina, Tennessee, Florida, and Mississippi all have some women members.

In county government women are also lacking. There are no women probate judges or solicitors. Eight women serve as Registers-in-Chancery and seven as Registers-in-Equity. There are four counties with women Tax Assessors and one county has a woman Tax Collector. In one county the Treasurer is a woman. There are women on the Boards of Registrars, however, for the boards of a large number of counties either contain some women or are made up entirely of women.

There are very few women participating in city government. There are no women mayors, and in 1947 there were only three women on city councils. There were sixty women serving as city clerks in the 280 cities listed in the 1947 state statistical register.

Some boards in the state have excellent representation from our women. Women serve on the State Board of Public Welfare and the county boards of welfare. In 1947 there were eleven women chairmen of county boards of welfare. There is a woman on the important State Merit System Board. The boards of the State Training School for Girls and the Boys Industrial School have many women members, but the board of the Alabama Institute for the Deaf and Blind has not a single woman member. Three women are on the board of the Partlow School for Mental Defectives, but although there are twenty-two women doctors in Alabama, not one is on the board of the Ala-

bama State Mental Hospital. Four women serve on the board of Alabama College, the State College for Women, but the University of Alabama and Alabama Polytechnic Institute, which educate a large percentage of the women in the State, have no women on their boards. Likewise, the State Board of Education has not a woman member. The Department of Archives and History, which is presided over by a most outstanding woman, Marie Bankhead Owen, lists no woman on its board. There is no woman on the advisory board of the Department of Conservation.

Even though the legislature passed a law as early as 1915 permitting women to serve on school boards, only sixteen cities list women on their boards of education, and of the sixteen there are only two cities which have more than one woman on the board. Women are practically eliminated from county boards of education; only two counties have one woman each on their boards.

Another matter which concerns the women of the state is the fact that Alabama women are not allowed to serve on juries. There are only nine states which wholly bar women from jury service, and Alabama is included in this number.

There are aspects of the state government in which women can take special pride, the outstanding health program, the excellent Department of Public Welfare, especially the children's division, the child labor laws, and the penal system. It is the result of the untiring efforts of the women of the state, both as individuals and through their organizations, that these programs have attained the success that they have. It was Mrs. A. M. Tunstall who literally created the Department of Public Welfare. She was followed by Miss Loula Dunn whose outstanding work has received national and international recognition. Mrs. Daisy Donovan as chief of the Division of Child Labor in the State Department of Industrial Relations has done much to improve the condition of the youth of our state. Mrs. Edwina Mitchell was a most effective member of the State Pardon and Parole Board. From the time of the remarkable Julia Tutwiler to the present, no phase of the government of the state has received more at-

tention from women than prison reform. It should be extremely gratifying to the women who have worked as long and so hard to see that Governor-Designate Persons has gone on record as recognizing the need for prison reform and as promising to see that conditions are improved.

In the professions women are to be found in large numbers in nursing, teaching, and social work. There are some women in medicine, law, pharmacy, laboratory technology, architecture, and personnel. There are twelve women who are editors and publishers of newspapers. The number of women chemists and engineers in Alabama is small, but the industrial growth which the state is experiencing will probably bring many more women into these professions. For some reason women have not attained positions of leadership in some of the professions in which they work in large numbers. This is especially true of women in teaching. While many are well trained and hold the Ph.D. degree, we do not often find them in positions requiring administrative ability. Alabama has at the present time no woman who is a college president or dean of a liberal arts school. In the co-educational colleges of Alabama there are few women heads of departments in fields other than home economics. The percentage of women full professors in these institutions is very small. In some areas it is difficult for women students to be received and given equal opportunity with men. Professional schools sometimes limit the number of women students whom they will accept on the basis of sex rather than on the basis of ability and training. Nevertheless, women are taxed for the support of these public schools equally with men.

When one looks at the situation within the county and city public schools, women fare no better than in the colleges. There is only one woman superintendent of education in Alabama. In our white senior high schools there are only three women principals. The Negro schools list eight such women principals. In the elementary schools and junior high schools women are in somewhat better positions. There are ten women principals of white junior high schools and 102 women principals of white elementary schools. City supervisors are about evenly divided as to sex, but in the counties there are about three times as many

women supervisors as there are men. County and city office assistants of boards of education are predominantly women. This year we are proud that the president of the Alabama Education Association is a woman.

Among the strongest forces in Alabama are the many women's organizations. As participants on this program we have the leaders of three of the most important groups, the Alabama Division of the American Association of University Women, the Alabama Federation of Women's Clubs, and the Alabama Federation of Business and Professional Women's Clubs. There are 43,000 rural women who are members of 1400 home demonstration clubs throughout the state. Thousands of others are members of the Parent-Teacher Association, of the League of Women Voters, of church groups, of garden clubs, of civic clubs and of study clubs of all kinds. These organizations are a powerful factor in the education of the women of the state. They are a sign of their increasing freedom and self-confidence. Women are learning that by working together they can accomplish many things impossible for them to do as individuals. Alabama women are no longer interested primarily in clubs which are purely social in character. Instead, they participate in activities of value to the community and to the state. Through their work in such organizations as the Red Cross and the Community Chest they are converting what might be leisure time into great value for themselves and for others. Actually it is the women who have always kept such activities going, and without the hard work of the women many civic enterprises would fail.

One of the goals toward which all employed women are constantly working is that of equal pay for equal work. At present the State Department of Industrial Relations reports that in round numbers there are 200,000 women employed in the state, excluding agricultural workers. It is general knowledge that the wage levels of women are lower than those of men. It is encouraging to note, however, that in Alabama all of a married woman's separate earnings are her own. Her husband cannot touch her pay check without her consent.

Alabama law does not offer much protection to women in industry. Alabama is one of the seven states in the nation that

has passed no laws limiting the number of hours weekly which women in industry can work. It is one of the six which has passed no laws limiting the number of daily hours they can work. The only other Southern state which has passed no such laws is Florida. The only law limiting the occupations of women in Alabama prohibits their "labor in or about a coal mine."

Although many of the gainfully employed women in the state are in industry, women are represented in almost every type of employment. Many positions formerly considered men's jobs are being held by women, for there is a constant expansion of the kinds of work women do. There has been an increase in the number of "proprietors, managers, and officials." There are women in real estate and insurance, in the automobile business, and in department stores. There are women owners and operators of filling stations, beauty salons, restaurants and stores. There are women clerks, stenographers, secretaries, and general office employees. It would be impossible to name here all of the kinds of work which women do. Although the number is small, a few women have been successful in operating large business concerns. Examples are the Gulf Paper Mills of Tuscaloosa and Odum, Bowers and White, of Birmingham. The chairmen of the board of the *Birmingham News,* the largest newspaper in Alabama, is a woman. The Birmingham Bank for Savings has a woman vice-president, and throughout the state a number of women serve as bank directors. Recently effort has been made by women to obtain representation on the boards of some of the companies in which they hold interests. Although progress has been made, it will probably be some time before women achieve much recognition in the field of finance. Traditional attitudes have been an obstacle to women's advancement in business in Alabama, as they have been throughout the country.

It is in the home that woman still reigns supreme. She is responsible for the management of her home and children and in many instances it is her duty to decide the manner in which the family income is distributed. Even here modern life presents many difficulties which woman formerly did not have to face. The changing social and economic order is having a revolutionary effect upon her home life and her work life. Few families today can afford maid service in the home, and so the mother

finds herself responsible for three meals a day. She often has to drive father and the children to and from work and school. She does the buying. She frequently does the family wash with the aid of modern machines. She works in the church, the local P.T.A., the civic club, and she probably belongs to a social club. She is concerned over political and social problems. She votes, participates in various community drives and serves on committees and boards. In many instances she is also employed outside the home and must meet unusual complications arising from her absence from the home where she is vitally needed. Sometimes she trains her children well, and they accept a fair share of the home responsibilities, but in other instances she fails to shift some of her responsibility and life becomes terrifically complicated for her, her husband and children. Developments in technology and science and better understanding of the nature of human relationships have had a great impact upon home life. Changing attitudes toward the concept of wives and mothers have created for women more work and more responsibility, though scarcely more recognition in our social order. Fortunate is the woman who is able to maintain her position as homemaker and meet the demands which modern society is rapidly thrusting upon her.

As we consider this somewhat hasty sketch of women in Alabama, we realize that we have reason for great pride and also reason for some shame in the record that Alabama women have made. We need to realize that the fact that women have not succeeded in gaining the recognition or the status which they desire does not mean that we have failed; it means instead that the woman's movement as such is still incomplete. We need to think in terms of men and women working together toward the utilization of the talents of both sexes in a common attack on society's problems. There are still boundaries to cross, prejudices to break down, and problems to solve. I am sure that as we meet in the various forums that are to follow, we will find the answers to many of these problems, and that this conference in Montevallo in 1950 will prove to be a turning point in the history of women in Alabama, even as the conference at Seneca Falls in 1848 was a turning point for the women of the nation.

SOUTHERN WOMEN AND THE ATOMIC AGE

LUCY S. HOWORTH

MORE THAN a decade ago, the then President of Alabama College (Dr. Harman) expressed the conviction that a woman's college should be directed constantly toward the education of women for every phase of life. That the activities of Alabama College have been so directed is attested by its publications, its studies, and the leadership of its faculty and graduates. It is an honor to share in this conference which marks another high achievement in the record of service of Alabama College to the women of Alabama.

There will be very little moonlight and roses in this speech. The remnants of whatever that phrase denotes among Southern women was finally blown up in the explosion of Los Alamos in the early dawn of July 16, 1945. And just as well, the miasmic fog of the past has clouded our minds too long. The future is when we live.

In the autumn 1950 *American Scholar* Eleanor Flexner comments that generally discussions of the "woman question" completely ignore the form in which this problem poses itself to the overwhelming majority of American Women. She said further:

"There are more than fifty million women over twenty-one years of age. The vast majority of them are in the lower brackets. . . . The problems most women face are not, therefore, whether or not to have an executive or professional career, or what to do with their leisure, but, rather: why are they paid less than men for the same type of work? how can they combine the tasks of rearing children and caring for their homes when circumstances also compel them to be *the* family breadwinner? . . . Discussions of women's problems need to be taken out of the rarified, suburban atmosphere in which it is so easy to get away from the real problems, the real hardships that are limiting the development of most American women as free and equal human beings."

No one ever hears an exhortation that maids and charwomen should abandon their careers. The concern is always the reverse. Neither is there any eagerness in certain circles to pay them higher wages, as evidenced two or three weeks ago in budget hearings at the United Nations. Nor is there eagerness to promote them to other tasks.

So Miss Flexner is correct. The tendency is to discuss the "woman question" in terms of the upper-middle class, college graduate group. It is the group theoretically at least, from which our leaders come. It is the group which, as a rule, attends conferences, listens to speeches, and reads magazines. It is the group gathered here.

This is the fifth year of the atomic age. The promised release from toil has not arrived. It is not yet a mirage on the distant horizon. Instead, we are, in the words of Canon Bell (*Life,* Oct. 16, 1950), "at a moment of devastating awakening in our history, slowly shaking off old, slumbrous illusions that existence itself can be bought at less than a heavy price. Rudely roused from reveries about inevitable progress—in fact inevitable invincibility—we are beginning at least to blink at facts as they are, instead of as we thought them."

The price of existence, what is it? Philosophers down the ages have asked that question and given varying responses.

The immediate price can be reduced to certain practical terms.

One: Heavy taxes, less money for what we want, even for what we need.

Two: A choice of goods and services as between military and civil requirements.

Three: The disciplines of civil defense must be assumed, seriously, though not without hope they will never be invoked.

Four: The obligations of self government must be met.

Now the President didn't take me aside and spell out these four items. They are my own strictly unofficial analysis of what

I see, read, and hear. Items two, three and four are related to the business of this Conference. Let us take them in order.

Implicit in the issue of a choice of goods as between military and civil requirements is the need for more people to produce more goods and perform more services.

Being aware of conditions, the President of the American Association of University Women on September 15, 1950, addressed a letter to President Truman, making two recommendations:

"(1) That your democratic and fair attitude in including women in appointments to policy making posts be declared an official policy of the Government, so that in all Federal agencies concerned with defense, women with the requisite skills will be named as a matter of course to the policy staffs of such agencies.

"(2) That a national commission be appointed of outstanding women and men to survey and make recommendations on the integration of women into all phases of national defense."

These recommendations were proposed for one reason because women are obviously the one great source of recruits for the labor force. And the costly waste of time and human skill in World War II must not be repeated. We cannot afford it this time.

The first hurdle, as so often, lies in the minds of men, and I mean men. The thinking of employers, political and economic leaders practically all of whom are men, must be changed. True they were educated and have lived their lives in a different sort of world. It is not strange that hardening of the mental arteries retards adjustment.

From here on, thinking and planning should be in terms of individual capacities, not in terms of sex, of race, of age, color of eyes, parting of hair or other arbitrary classification. On that basis only can production demands be met. And both quality and quantity must be planned for. If necessary, some of these new wonder drugs must be used to cure that mental arteriosclerosis.

The nature of the problem becomes clear as a few facts are seized at random from the economic books.

In 1950 there are 3,200,000 unemployed. In 1940 there were eight million. Two and one-half times as many people pacing the pavement, looking for jobs. Times were harder in 1940, more people had acute need for jobs.

In 1950, 67 women out of every hundred are married. In 1940 the score was 60 out of a hundred. The scare talk of a shortage of men made the girls get busy! The reference to 'girls' is accurate and not complimentary, since it is among the 20 to 24 group that the marriage rate shot up from 50 to 69 in the last decade. The large baby crop is another factor, it is for these citizens of tomorrow that freedom must be saved.

Even so, the 37 million women not now in the labor force is just about the only source of new workers. Was it Wendell Willkie who said 'only the productive can be strong, and only the strong can be free'?

The Commission suggested by the A.A.U.W. might, if it ever comes into being, recommend: (1) A placement system, with specifications, (2) a training system, again with specifications, and (3) full use of technological advances.

These items are set out as "take home" points, for further thinking. Such a commission could be appointed for Alabama and for your local communities.

Any study of the most economical utilization of the contribution of women to the national economy would certainly not relegate practically all to the lowest paid, subordinate jobs, as is the present practice. For example:

Median earnings for all employed women in 1948 were $1,522. That means half of all employed women earned less than $1,522. The median for men was above $2,700. Over eight times as many men as women earned more than $3,500.

When the Womens Bureau, at the request of the American Association of Universiey Women, the National Federation of Business and Professional Women's Clubs and other groups

made a study recently (1950) of women in the "upper levels" of government, it began with women earning $3,000. It had to start there in order to have a sufficient number to make a worth while study. There are 15 general grades in the government service and three special higher bracket grades. This study began with grade 5, the top grade in the *lowest third* of the service. A similar study of men would surely have begun with grade 11 ($5,400) or higher.

A survey of women college graduates conducted in 1949 for the *New York Times* reported that those women who had been employed 15 years were earning an average of $3,790 a year, their husbands averaged $9,800 a year. What really hurts in this article is the reporter's comment that the earnings of these women are "impressive". Remember, they were graduates of top level colleges and employed in the area of highest earnings.

The *New York Times* reporter has the same kind of thoughts roaming through his head as the Status of Women Committee of an A.A.U.W. Branch which made a survey of women employed by a co-educational university. The committee reported with obvious pride that there was no discrimination in faculty appointments, 4½% of the faculty were women!

The reporter and the branch committee are frank disclosures of what goes on in the minds of men and unfortunately of women as they give thought to the place of women in the national economy. Bobbing along on the waves of talk these days is the statement that "the pattern of American life is for the man to be dominant." This expression turns up in psychiatrists' offices, in faculty conferences, in books on personnel selection and administration. As recently as October 15, 1950, one of the Sunday supplements quoted a family study made by Cornell University as advising a woman to "choose a husband with at least as much education as you have. Things are evening up but *today he's still supposed to be the brains of the family.*"

I submit this is not the *pattern* of American life. It is most surely not the American dream, which is to develop each person to the full extent of her talents and capacities. The insistence on

the subordination of women is in harmony with the practices of those totalitarian states to which we are, as a nation, unalterably opposed.

I hope that you are, as I am, dedicated to dream, to plan, to work for a social structure that permits each individual to achieve and be rewarded according to her or his ability. That is truly the goal of a free society and a free people. Any other "pattern" should be torn to shreds.

II.

Unreality surrounds the third item in the price of existence. "The disciplines of civil defense", a strange phrase indeed for us to consider. Again I know no secrets, I have seen no maps, I am free wheeling, completely on my own.

We can feel certain things won't happen as depicted in the book, *Mr. Adam,* in which my home state, Mississippi, was blown literally off the map and no one missed it for six weeks! It is safe to assume that the danger points, if any, are coastal, industrial, and government centers.

Other sections can and should be taken over—all responsibility for maintaining the normal functioning of government and the national economy.

Southerners, and particularly Southern women, can lead in this service to the nation. Without discounting the virtues of other sections, there has been bred into us a tradition of ignoring outer circumstances and maintaining our own inner strength.

Lady Reading, who, with the late Mary Woolley, was one of the first to urge the vital necessity of women sharing in policy making at a high level, spoke at the recent Conference of Women's Organizations on Defense. She is, as you know, the outstanding authority on civil defense in Great Britain. I give you her more important suggestions.

First, she suggested that women should be classified as mobile and immobile when a community takes stock of its human resources. The 'mobile' are free to go where they can give the

best service. They can join the WACS, the WAVES, or other services, they can go to Birmingham to work, or on to Washington. The 'immobile', those with young children, invalids requiring their care, must be looked to for part time jobs, for the multitude of volunteer jobs, for carrying on the daily chores, so uninspiring but so very necessary.

She suggested the desirability of a spot survey, here and there, of a typical community, so that planning committees might have something factual on which to base recomendations.

Lady Reading urged that women be included in all civil defense committees. Otherwise, odd weaknesses would develop. The importance of this should be obvious. Yet to see that it is done will be one of your hardest tasks.

The planning, she explained, is not for short and swift disaster. It is for a long, perhaps a very long pull. Therefore, great stress should be put on the maintenance of normal living, no matter what happens. The ancient tradition of the British explorer dressing for dinner in the heart of the jungle proved to be the secret weapon of Britain. Life went on, no matter how the bombs fell.

The word 'disciplines' to modify 'civil defense' was chosen purposefully. We are told this business may continue for a generation. We may have to keep ready, set, but never go. How to do this will be worked out, not in Washington, but in each local community. And in doing that "we should be not concerned only about the mass destruction of our bodies. We should be equally concerned about the mass destruction of minds and spirits," to quote John Foster Dulles. This is preeminently a woman's job.

III

These considerations lead inevitably to thoughts of government. To item four in the price of existence. Politics, which is the everyday aspect of government, is the dear delight of Southerners. We are good at it. It was our only recreation before Alabama's Eleven began to go to the Rose Bowl. It is still first class fun.

The spectator attitude has become too common for our good. You are familiar with all these statistics of the considerable number of our people who might, but don't vote. You will be interested that a survey made in 1949 by students of Ohio Wesleyan University confirms a study made by Alabama College in 1937 that the age group, 21 to 30 are less apt to vote than older groups. The Alabama College study included only women. Ohio Wesleyan included both. Evidently young men and women are too much interested in affairs of the heart to concern themselves with affairs of state. However, this may become an increasingly important factor as the proportion of older people continues to rise.

Government is the kind of show in which the spectator may settle an issue. Next Tuesday may tell whether the stay at home vote decided the election. Winston Churchill has said "We live in a time when the quality of decision is required of all who take part in our public affairs." Inactivity can as surely shape events as can activity. It is a startling thought. It should stir the conscience of those who can, but do not vote. Many women from laziness, indifference, or smirking desire to please do not vote. Surely they shall someday answer for defeating the will of those who have done their best.

It is not enough to vote. Good citizens must be ready and willing to hold office. There is a lot of hard work to office holding and campaigning. The glamour soon wears thin. The Veep (Vice-President Barkley) states, as does one of Alabama College surveys, that a higher proportion of women candidates win than do men candidates. I am skeptical of that statistic. There are so many more men candidates. But it is only as women show a capacity for getting elected that they can expect to sit in the counsels of the mighty. The number now in high office is pitifully small.

It is of surprising importance in the world today that women be among those shaping policy. Three times in one week recently I heard American women just returned from Germany deplore the lack of women at the policy level among our officials in Germany. Whose fault is this? Our own. Yours and mine.

This has not been a cheerful talk, lacking indeed in moonlight and roses. I doubt that there ever was much moonlight and roses except in the memories and imaginations of romantic people. Life has never been easy for those who could think and feel.

This is no time for depression of spirit. Certainly we do not want to live out our lives in fear. There is no reason we should. Take precautions, yes. Be afraid, never. And there, again, I think Southerners can lead. Actually this is an age of wonder. Each day some amazing discovery is announced. The airplane conquers space. So much can now be done in so little time, that time itself is more abundant. Radio and television bring the king and the commoner into our homes. Today throughout the world, for the first time, people can gather around their radios, listen to the same persuading words, unite simultaneously for a common purpose.

The future then is not in mass destruction of the human race. It is in the tall straight lines of glass and steel, rising on the rock of Manhattan, reaching to the stars. Through the United Nations all peoples can learn to work together, to live together in the same world, in peace. They can, if we, you and I do something about it. In the words of Mary Lyon, founder of Mount Holyoke, "Believe in God—and do something."

YOUR STATE GOVERNMENT

JAMES B. ALLEN

I HAVE BEEN very much interested in listening to the reports of the forums. It is a wonderful thing to have a conference of this sort to exchange ideas and views.

Suppose we discuss briefly something about good government in Alabama and prospects for the next four years. The term good government has been used and misused so often that it has almost become a trite expression.

The "ins"—those who are in office, contend that good government is the type of government which they are giving the people and which they will continue to give the people—but an improved form, if they are allowed to continue in office. And this type of government which will be denied them and the people if the "outs" are elected to office.

Everyone is for good government! Even the most cautious politician has no hesitancy in advocating and endorsing good government. It is much like endorsing American women, the American way of life, principles of Jefferson and Jackson. Everyone agrees on generalities, but when we try to agree on something specific and try to decide what principles would make for good government in Alabama then the unity of opinion vanishes and we do not have substantial agreement.

The women of Alabama, equally as much as the men and perhaps more so, should be vitally interested in seeing that the next state administration advocates and puts into effect sound principles of good government in Alabama. What principles should be advocated and what policies pursued by the next state administration to assure our citizens of good state government?

1. The next state administration should devote its energies toward developing the state, rather than toward building political fences. The best interests of the state of Alabama and its citizens should be the guide to actions of the administration, rather than the politically expedient course.

2. The letter and the spirit of the state's merit system should be followed. Use of the spoils system for choosing state employees means waste and inefficiency, and under no circumstances should we return to that outmoded system. State merit systems should be strengthened and extended. Too much credit cannot be given to the woman member of the state Personnel Board—Mrs. Albert Thomas, of Auburn—for the firm stand which she has always taken against all efforts to weaken or destroy the effectiveness of the merit system. Mrs. Thomas was originally appointed to the board during a previous administration. Her re-appointment by the present administration was one of the few pleasant surprises of the current four years.

3. An end should be put to the pardon and parole racket in Alabama and our prison system should be given a much needed scientific and humane revamping. The women of Alabama have taken a lead in urging prison reform in Alabama. Much of the guiding force in this crusade has come from this very campus and from ladies here today. Prison reform measures failed to pass at the sessions of the legislature during the current four years but, nevertheless, the leaders of the movement, both men and women, pressed on, disappointed but still determined. Their case was carried to the people in the last political campaign and a governor pledged to prison reform was nominated. The legislature, friendly to reform measures in our prison system, seemed assured, and it is to be hoped that the legislature will place prison reform measures near the top of the agenda when the next regular session of the legislature meets in May, 1951. Prior to that time, a constructive humane and scientific program should be mapped out by a recess committee appointed at the organization session of the legislature in January, 1951.

4. Going hand in hand with prison reform measures should be the making of long overdue changes in the Pardon and Parole Board. Needless to say, the two appointees of the present administration now serving on the board, but not confirmed by the state senate, have no chance of being confirmed for re-appointment. The new governor, without waiting confirmation or non-confirmation, can appoint others in their places. The term

of the other member of the three-man board, Howard Turner, an able and conscientious public servant, will expire soon after the new administration goes in so that the incoming governor will be able to make three appointments to positions on this board. It is noteworthy that the new governor in his platform pledged that he would support the appointment of a woman member of this board. He might well make this pledge in the light of the record of Mrs. Edwina Mitchell as a board member. In the opinion of qualified persons Mrs. Mitchell is perhaps the ablest person who has served as a member of the Pardon and Parole Board. In my opinion, the state would be indeed fortunate if it could again avail itself of her services in the capacity of board member. Actually, there is nothing wrong with our pardon and parole law. We are now suffering from abuses in the application of that law by a two-thirds majority of the board. While change in personnel will give temporary relief, if we should not be satisfied with a temporary solution, steps should be taken to assure that there will never be a repetition of the present lamentable situation.

5. There should be better cooperation between the three branches of our state government, and particularly between the executive and legislative branches. While each branch of our government should strive to maintain its own independence, yet each shuld realize the interdependence of all three departments each on the other. The people want and expect better cooperation, better harmony and more team work. The next state administration should seek to promote unity among our citizens. It should and must put an end to the setting up of group against group, faction against faction, and one section of the state against another section of the state for the political advantage of those who are parts of the administration. We live in a highly competitive age, and competition is keen even among states and unions. Only through a united citizenship can we grow, prosper and develop as we should. We must have an honest, efficient, business-like administration and our state government free from graft and politics.

6. A good state government will so far as possible put an end to waste, extravagance, and the expending of public funds to

reward political favors. A good government will give us a dollar's worth of service for each taxpayer's dollar collected from the taxpayers.

7. A good state government will avail itself of the services of competent and public-spirited women in top-flight governmental positions. The good work done by women in Alabama state government is one of the bright spots in our governmental picture during recent years. Consider, for example, the work of Mrs. Mitchell on the Pardon and Parole Board; of Mrs. Thomas on the Personnel Board; of Miss Sybil Poole, former member of the legislature, and now Secretary of State, and soon to be State Treasurer; of Mrs. Agnes Baggett for many years connected with the office of Secretary of State and soon to be Secretary of State in her own right; of Addie Lee Parrish, former Superintendent of Banks and Director of the Department of Commerce; and consider the many publicized career women carrying or helping to carry on the work of the various departments of our state government. You never hear of any breach of public trust by women in our state government. Taken as a whole, the percentage of women occupying high positions in our state government is small. A good state government will make available to women more opportunities for public service in Alabama.

8. Our important state services, schools, roads and health must all receive adeqate support. And certainly in the case of our schools, increased support must be given. However, the support given our various services must be consistent with the ability of our people to pay. The good government is as much concerned with the welfare of the taxpayer as with the welfare of the tax spender. As a general rule, the tax spenders are well organized and not at all backward about pressing their demands. For the taxpayer usually trusts to luck for the best but expects the worst, and generally gets that. So concern with the taxpayer as well as the tax spender should characterize a good state government.

9. Those who are part of a good state government realize that government should be the servant of the people and not their master, that the machinery of government does not belong to them, but that in the discharge of their duties they are exer-

cising a solemn, almost sacred trust, and that they should at all times conduct themselves both officially and unofficially in a manner which will reflect credit on the people of Alabama. In the eyes of the people of other states the chief executive of the state typifies the people of the state he represents. Fortunately, or unfortunately, right or wrong, in their eyes he personifies the beliefs, the prejudices, and the thinking of the citizenry of his state.

10. A good state government will seek to raise the per capita income of the citizens of Alabama by encouraging the industrial development of the state which will in turn provide better markets for our agricultural products. It will realize that capital invested in Alabama helps create jobs and promote the growth, progress, and prosperity of our state. I believe that the women of Alabama will approve and support a state government which puts into practice the principles which I have sought to outline. What steps can women of Alabama take toward assuring good government in our state?

They should inform themselves on the issues involved so that they might be better prepared to work toward the solution of our problems. While serving as a member of the legislature, I have been contacted many times by constituents, both men and women, with reference to pending legislation. Frequently I have sought to draw out the person contacting me to see just how familiar he or she was with the material under discussion, and I usually found that the person was seeing me only because someone had requested them to do so. This is not too effective. Women should take an active interest in politics and government. They should register as voters, pay their poll taxes, and seek to get their friends and acquaintances to do likewise. I noticed in the paper this morning that some mention was made about the poll tax possibly discriminating against women voters in the state, and I just wonder if that is because it has been said that the best ten years of a woman's life are the years between 28 and 30. It might be that she finds that she never wants to admit being 45, which is the age at which she would be exempt and for that reason keeps on paying and paying. Not only

should women become qualified voters but they should exercise that right at every election. If those who are qualified wish to seek election or appointment to office in our state government, that would be fine. If not, let them back other capable men or capable women. But I think it would be splendid if there were a number of women in the Alabama legislature. I think it would have a welcome effect on legislation in Alabama if we had a representative group of women serving in the Alabama State Legislature. Women help mould public opinion. This can be done by individual work in creating sentiment for worthwhile proposals, and in making their individual views known to their lawmakers. Or it can be done by becoming members of discussion groups or clubs such as are represented here today and make known the views of their membership to their lawmakers. I am not advocating government pressure groups, but a conscientious lawmaker welcomes the considered views of his constituents. Know your lawmakers. See them and talk with them. Make your views known to them. Take a stand for good government and let the public officials know that people will not be satisfied with less. Feel free to make constructive criticism of the public officials. But be as free with the kind words if on occasion their work merits it. The opportunity of restoring the confidence of the people in the executive department of our government presents a challenge to the next state administration. If the next state administration gives Alabama a government which is approved by the women of Alabama, it will be a good government.

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SUMMARY AND EVALUATION OF THE CONFERENCE

JOHN T. CALDWELL

THIS CONFERENCE, the Alabama College Conference on the Status of Women, comes to a conclusion with these remarks: I must at the outset express the deep appreciation of the College for the presence and participation of our guests who have, in fact, made the conference a success. Especially do we appreciate the presence of Mrs. Howorth whose splendid address of last evening was a highlight of the conference; to the Women's Bureau of the U.S. Department of Labor, for sending Miss Ethel Erickson to us for the conference. Immediately, however, I must notice, too, the fine paper presented yesterday by Dean Katharine Cater of Auburn, and the superb address of the Lieutenant-Governor-elect, Mr. James Allen, of Gadsden. Forgive me for not naming others who labored to bring to the conference the best information and thinking they could muster for the occasion.

The following seven points seem to me to constitute the essential conclusions of this conference:

1. We can see on every hand the advances which have been made in the status of women, in the form of greatly enlarged opportunities and in the willingness of women to take advantage of the opportunities. These advances, challenges, opportunities, and responsibilities reflect new social patterns which have come to pass as the industrial revolution has moved on. They also reflect the work of earnest people, both men and women, to see that women would share properly in our social progress.

2. In this conference the observation recurred again and again that the modern woman must maintain a larger awareness of her role in the community. No longer can the housewife, the homemaker ignore the larger community of which her home is a part. She must be concerned with all the elements which go into making her town, nation and world healthy, peaceful, secure and orderly. Thus the question of whether a woman is going to be

a homemaker or an active citizen is a false issue; she must be an active citizen in any case.

3. Among the challenges to this modern woman are the great unexploited opportunities to shape the society about her, such as:

a. Service on part time boards in positions of honor and trust. (One of the most depressing facts reported, constituting a great challenge to us all, was the fact that only two counties had one woman each on the school board. There are sixteen cities in the state with women on the boards of education, but there are no women on the State Board of Education.)

b. Community improvement projects, such as those concerned with improvement of social as well as physical conditions.

c. Holding elective and appointive office. (We noted with great satisfaction the splendid record of women in public office in the state.)

d. Taking full advantage of the voting franchise.

e. Bringing at all times an intelligent, informed opinion to bear upon the solution of all public problems, that is, in support of "good government".

4. The remarks have indicated clearly that the problem of the status of women is not a problem for the women to solve alone; they must have the full cooperation of the men. Raising the status of opportunity and reward for the women of this state (as elsewhere) is a task for every citiezn who wishes to make full use of the genius and talents of the women who constitute half or more of all mankind.

5. In analyzing the problem of the status of women, we must be careful not to generalize improperly and inaccurately from characteristic and experience of only one stratum of society; as, for example, the upper middle class. This conference has brought out that most women work because they have to to supply the necessities for the family, or to provide educational advantages and so on, which otherwise could not be financed. The majority of the women, however, in the professions state that they do not have to work. In other words, we must remain concerned with the status of all women, not just those in the upper strata.

6. One factor in the status of women is their training. Three conclusions suggest themselves in this connection:

a. College women today need a broader general education than ever before if they are to function adequately as homemakers and citizens. Also college women today need to have a vocation or profession to give them "status" and security which they need under modern conditions of our industrial economy. There is no real choice, therefore, between general education or vocational education. The modern woman must have both.

b. In the three principal professions dominated by women—nursing, library and social work—the State of Alabama does not provide training at the graduate professional level. Social work training is, however, being provided through regional arrangements under the program of Southern Regional Education.

c. The question remains as to whether women receive adequate consideration for admission to the other professional schools in the state.

7. Our society is characterized by a general conditioning in favor of opportunities for men as against opportunities for women. One function of this conference is to awaken the consciousness of those present, of our students, and of the public generally, to the missed opportunities of utilizing fully the talents and genius of women in the service of society. In other words, one of our functions is to help people see over the present limits of their thinking about what women can do and how they should be rewarded for it.

We must make sure the conference does not end with these remarks. We should carry what we have learned back to our clubs and communities to promote the fuller use of women and their more proper reward. The College will print the principal addresses and conclusions of this conference as a bulletin, and will place copies in the hands of public officials and community leaders throughout the state. It also seems proper that some organization, such as the Women Lawyers Association, pursue further the question of the legal position of women. The College will also lend what aid it can to ferreting out further facts which bear upon the question of the status of women in Alabama, and will continue to work with all clubs on the matter.

I wish to point out, however, that Alabama College has no special obligation in this matter; that we actually educate a small percentage of the college women in Alabama; and that the larger institutions have an entree to strategic points in the structure of the state society, which will make them more influential in raising the status of women than we can be. I say again, this is society's obligation and challenge. I feel sure we will all go from this conference today better prepared to do our bit.

Status of Women in Education in Alabama

Prepared for

Status of Women Conference, Alabama College, November 3-4, 1950

by

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Number and percentage of Women in Advanced Positions in Education in Alabama in 1949-1950

NAME OF POSITION	Total Number	Total Women	Percentage Women are to total Number
Superintendents of Education	108	2	1.9
Supervisors of Instruction	70	46	65.7
Supervisors of Attendance	65	57	87.7
Principals of Accredited High Schools	335	3	.9
Principals of Junior High Schools (three teachers or more)	192	10	5.2
Principals of Elementary Schools (six teachers or more)	255	103	40.4
Staff Members of the State Department of Education (not including field staff)	39	9	23.1

* Figures secured from Statistician, State Department of Education. White personnel only.

(1) Presented to Forum on Women in the Professions in Alabama

Number of Instructional Staff, Department Heads, Deans and Presidents by Sex in Colleges of Alabama, 1949-1950 [1]

	Teaching Faculty by Rank								Total Teaching Faculty					Doctor's Degree		Dept. Heads			Deans of Schools or Colleges			President	
	Prof.		Asso. Prof.		Asst. Prof.		Inst.			Men		Women											
	M	W	M	W	M	W	M	W	MandW	No.	%	No.	%	M	W	Total	M	W	Total	M	W	M	W
Alabama College .....F	8	11	1	21	5	10	4	14	74	18	24	56	76	5	9	15	6	9	1(a)	1	0	1	0
Judson College .....F	5	4	0	5	0	5	0	9	28	5	18	23	82	3	4	4(b)	3	1	1	1	0	1	0
Ala. Polytechnic Insti C	57	3	102	5	99	14	62	26	368	320	87	48	13	111	1	35	34	1	10	9	1	1	0
University of Alabama (c).....C	94	9	63	9	87	23	96	79	460(d)	340	74	120	26	91	19	53	45	8	11	10	1	1	0
Florence State C	10	2	14	5	13	17	4	8	73	41	55	32	45	14	5	12	8	4	1	1	0	1	0
Jacksonville State C	13	0	8	4	18	4	8	4	59	47	80	12	20	10	0	5	5	0	1	1	0	1	0
Livingston State C	4	2	4	3	1	4	1	4	23	10	42	13	58	4	1	5	4	1	1	1	0	1	0
Troy State C	11	0	4	5	9	11	0	5	45	24	53	21	47	8	1	9	9	0	1	1	0	1	0
Birmingham-Southern College ..C	18	0	15	0	10	4	0	4	51	43	84	8	16	21	0	3(b)	3	0	1	1	0	1	0
Huntingdon College C	14	6	1	7	2	12	2	2	46	19	41	27	59	9	2	17	11	6	1	1	0	1	0
Howard College C	18	1	19	4	16	10	4	6	78	57	74	21	26	20	1	17	14	3	2	2	0	1	0
TOTAL.....	252	38	231	68	260	112	181	171	1305	924	70	381	30	294	43	175	119	33	31	29	2	11	1

M—Men; W—Women; F—Female; C—Coeducational
(a)—Does not include Dean of Residence or Counselor, who are women.
(b)—Heads of divisions, not departments.
(c)—Figures on faculty do not include Medical Center.
(d)—Full time.

[1] Presented by Miss Henrietta Thompson, University of Alabama, to Forum on Women in the Professions in Alabama.